

DCIPS Southbridge Conference

From 3 to 14 January, the Office of the Under Secretary of Defense for Intelligence (OUSD(I)) hosted the Defense Civilian Intelligence Personnel System (DCIPS) 2011 conference, titled “DCIPS 2011-The Way Ahead.” This one week conference was offered in two sessions and was held in Southbridge, Massachusetts. Participants included human resource practitioners, managers, supervisors and champions from every component within the Defense Intelligence Enterprise, as well as representation from the Office of the Director of National Intelligence (ODNI) Chief Human Capital Office (CHCO).

The purpose of the conference was to share the way ahead for DCIPS in terms of strategy, policy, and communications. The conference provided an excellent venue for sharing information, identifying challenges, and formulating solutions to enable Defense Intelligence components to operate effectively during the transition from pay bands to a General Schedule-like system, being referred to as DCIPS Grades.

Speakers highlighted the importance of continuing to educate the workforce on the principals of DCIPS, particularly performance management. Subject matter experts shared knowledge of tools and best practices, leaving participants with a better understanding of how to move forward and support their component. Elizabeth Hoag, Deputy Director for Personnel at OUSD(I), provided a program status update and strategic way ahead. Guest speaker John James,

Director of the National Security Personnel System (NSPS) Transition Office, spoke about lessons learned from the transition of NSPS. Additionally, COL Greg Gadson, director for the Army’s Wounded Warrior Program, shared his perspectives about dealing with change and left the audience inspired by his life’s story. To meet the needs of a diverse audience, breakout sessions were offered on specific topics to include pay setting, training curriculum, and communications strategy.

In August 2010, the Secretary of Defense announced that the Defense Intelligence Enterprise would forego the DCIPS policies that would link employee base pay increases to individual performance. Instead, the focus would shift to leveraging the flexibilities and incentives already in DCIPS policy to drive a performance culture. Only the National Geospatial-

Intelligence Agency, with more than a decade of experience under a pay banded pay-for-performance system, will continue in DCIPS bands. ODNI and OUSD(I) are partnering to develop and communicate realistic solutions for components to effectively operate during the transition to DCIPS Grades. OUSD(I) continues to provide leadership that reinforces commonality and consistency across the Defense Intelligence Enterprise, and ODNI is committed to providing training support that will also benefit the entire IC. The ODNI and the Department of Defense remain fully committed to the success of DCIPS.



Donna Green, Senior Strategist for Personnel Policy, HCMO, explains the flexibilities of pay setting to the human resource professionals attending the DCIPS 2011 Way Ahead Conference in Southbridge MA.